

Message Text

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ACTION EUR-12

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TAGS: AORG, OECD, NATO

SUBJECT: NEW SALARY SCHEMES- 1976 GENERAL REVIEW

REFS: (A) STATE 224095; (B) USNATO 4737; (C) STATE 184788
(D) USNATO 5110

1. SUMMARY: SEPT. 15-16 CCG MEETING IN PARIS CONDUCTED PARTIAL AND INCONCLUSIVE DISCUSSION OF CCG/W(76)36 OR MASSBERG PLAN (SEE REF B). ISSUE WAS CONFUSED BY CIRCULATION ON SPET. 15 OF ENTIRELY DIFFERENT PROPOSAL FOR SALARY ADJUSTMENT SCHEME AGREED TO BY SECRETARIES-GENERAL OF COORDINATED ORGANIZATIONS-- AND SUPPORTED BY STAFF ASSOCIATIONS-- WHICH, AS USNATO HAS ALREADY COMMENTED (REF D) CONFLICTS DIRECTLY WITH US POSITIONS VOICED TO DATE AND IGNORES GUIDELINES ALREADY AGREED TO BY CCG AND COUNCILS IN 129TH REPORT. CIRCULATED AT OECD UNDER COVER OF COUNCIL NOTE APPEALING TO PERMREPS FOR PERSONAL ATTENTION, THIS PROPOSAL HAS NOW BEEN PLACED ON AGENDA OF SEPTEMBER 28 OECD COUNCIL. WHILE AGREEING IN PART WITH USNATO'S VIEWS OF BEST MEANS OF DEALING WITH
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THIS NEW PROPOSAL, WE SEE NO PRACTICAL MEANS OF AVOIDING

COUNCIL DISCUSSION ON THAT DATE.

ACTION REQUESTED: GUIDANCE ON SECGEN'S PROPOSAL
BY C.O.B., SEPT. 27. END SUMMARY.

2. MASSBERG PLAN. SEPT. 15-16 CCG MEETING COMPLETED
CONSIDERATION OF ONLY FIRST FOUR ARTICLES OF CCG/W(76)-
36. ONLY SIGNIFICANT DECISION TAKEN WAS ACCEPTANCE OF
CONCEPT OF TWO ANNUAL REVIEWS, I.E., AN "INTERMEDIATE"
COST OF LIVING REVIEW IN JANUARY AND A GENERAL REVIEW TO
CONSIDER BOTH COST OF LIVING AND STANDARD OF LIVING
ADJUSTMENTS IN JULY. MEETING WAS JUST TURNING TO
ARTICLES FIVE AND SIX CONCERNING METHOD OF COMPUTING
ADJUSTMENT WHEN TIME RAN OUT. IN ACCORDANCE WITH
INSTRUCTIONS (REF A), US REP MADE CLEAR US POSITION ON
LINKAGE OF SALARY AND ALLOWANCE LEVELS WITH OTHER INTER-
NATIONAL ORGANIZATIONS AND AVOIDANCE OF AUTOMATIC FORM-
ULA FOR SALARY ADJUSTMENTS. THERE WAS NO TOUR DE TABLE
AND NO DECISIONS WERE TAKEN ON THIS ISSUE. HOWEVER,
MOST DELS WHO SPOKE FAVORED BELGIAN ALTERNATIVE IN
ARTICLE FIVE WHICH WOULD SET A CEILING FOR COST OF LIVING
ADJUSTMENTS BUT NOT RESULT AUTOMATICALLY IN ADJUSTMENT
TO THAT LEVEL. DISCUSSION OF MASSBERG PLAN IS SCHEDULED
TO BE COMPLETED AT SPECIAL CCG MEETING IN PARIS SEPT.
29-30.

3. SECGEN'S PROPOSAL. SEC-GEN'S NEW PROPOSAL NOT
DISCUSSED AT SEPT. 15-16 CCG MEETING BECAUSE MOST DELS
HAD NOT SEEN IT UNTIL THE OPENING OF THE SESSION. STAFF
ASSOCIATION SPOKESMEN DID MAKE CLEAR THEIR SUPPORT FOR
IT. THIS PROPOSAL HAS NOW BEEN PLACED ON AGENDA OF
SEPT. 28 COUNCIL AND WILL ALSO BE DISCUSSED BY CCG ON
SEPT. 29-30. FORM OF ITS CIRCULATION AT OECD--UNDER
COVER OF COUNCIL NOTE IDENTICAL TO LUNS LETTER CONTAIN-
ING APPEAL FOR PERSONAL ATTENTION OF PERMREPS--MADE
CLEAR VAN LENNEP SHARES DESIRE OF OTHER SECRETARIES-
GENERAL TO AVOID PROLONGED DISCUSSION IN CCG AND TO SEEK
EARLY COUNCIL CONSIDERATION. THIS TACTIC STEMS FROM
STRONGLY HELD VIEW THAT CCG REPS ARE ACTING LARGELY ON
THEIR OWN--OR AT BEST UNDER INSTRUCTIONS FROM LOWER
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ECHELONS IN CAPITALS--AND THAT SALARY AND OTHER CCG
MATTERS WILL BE SETTLED MORE QUICKLY--AND MORE
"REASONABLY" IN HIS EYES--IF PERMREPS ARE ENGAGED
THROUGH COUNCILS AT AN EARLY STAGE. ALTHOUGH IT MIGHT
BE PREFERABLE TO ALLOW TIME TO SEEK SUPPORT FOR OUR
POSITION FROM OTHER DELS PRIOR TO A COUNCIL DISCUSSION,
(AS USNATO HAS SUGGESTED) WE SEE NO PRACTICAL MEANS OF
AVOIDING SEPT. 28 DISCUSSION. SECGEN HAS PLACED ITEM ON

AGENDA INDICATING HE WILL MAKE ORAL STATEMENT
CONCERNING COUNCIL NOTE AT TIME OF COUNCIL MEETING. WE
HAVE OPTION OF TURNING SECRETARIES-GENERAL DOWN FLAT,
ASKING REFERRAL TO CCG OR COMBINATION OF CLEAR INDICA-
TION OF OUR POSITION WITH REQUEST THAT ISSUE BE TURNED
OVER TO CCG FOR FURTHER DISCUSSION. WE RECOMMEND LATTER
OPTION.

4. ACTION REQUESTED: GUIDANCE BY C.O.B. SEPT. 27..
TURNER

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